



## **"PUBLIC NOTICE OF MEETING"**

**Pursuant to Section 19.84, Wis. Stats., notice is hereby given to  
the public that the following meetings will be held**

**THE WEEK OF  
AUGUST 23 – 27, 2021**

### **MONDAY, AUGUST 23, 2021**

*5:00 pm	Racial Equity Ad Hoc Committee	Auditorium, Central Library 515 Pine Street
*6:30 pm	Rural Broadband Subcommittee	Room 200, Northern Building 305 E. Walnut Street

### **TUESDAY, AUGUST 24, 2021**

*5:30 pm	Land Conservation Subcommittee	Room 200, Northern Building 305 E. Walnut Street
*5:45 pm	Planning, Development & Transportation Committee	Room 200, Northern Building 305 E. Walnut Street

### **WEDNESDAY, AUGUST 25, 2021**

*5:30 pm	Human Services Committee	Auditorium, Central Library 515 Pine Street
----------	--------------------------	--

### **THURSDAY, AUGUST 26, 2021**

*8:30 am	Aging & Disability Resource Center Board of Directors – <i>Note Location</i>	UW STEM Innovation Center 2019 Technology Way
*6:00 pm	Energy Subcommittee	Room 200, Northern Building 305 E. Walnut Street

### **FRIDAY, AUGUST 27, 2021**

**(No Meetings)**

**BOARD OF SUPERVISORS**

*Brown County*



305 E. WALNUT STREET  
P. O. BOX 23600  
GREEN BAY, WISCONSIN 54305-3600  
PHONE (920) 448-4015 FAX (920) 448-6221

**RACIAL EQUITY AD HOC COMMITTEE**

Pooja Bambha-Arora, Chair  
Rashad Cobb, Vice Chair  
Louise Padron, Secretary  
Carina Abrego-Koch, Jose Villa,  
Tara Yang, Supervisor Megan Borchardt,  
Supervisor Amanda Chu, Supervisor Patrick Buckley

**RACIAL EQUITY AD HOC COMMITTEE**

**Monday, August 23, 2021**

**5:00 p.m.**

**Auditorium, Central Library  
515 Pine Street, Green Bay, WI**

**\*\*IN-PERSON:** Access will be through the Pine Street entrance and doors will open at 4:30 pm.  
Social distancing will be practiced and hand sanitizer available.

**NOTICE IS HEREBY GIVEN THAT THE AD HOC COMMITTEE MAY  
TAKE ACTION ON ANY ITEM LISTED ON THE AGENDA.**

1. Call to Order
2. Approve/Modify Agenda
3. Approve/Modify Minutes of Monday, July 26th, 2021
4. Comments from the Public
5. Monthly Guest Speaker
6. Committee Discussion and Focus Questions by Vice Chair Rashad Cobb
7. Advisory Report Updates and Needs by Chair Dr. Pooja Bambha-Arora
8. Racial Equity Toolkit presentation by Supervisor Erickson
9. Adjourn

Dr. Pooja Bambha-Arora,  
Ad Hoc Committee Chair

Please take notice that it is possible additional members of the Board of Supervisors may attend this meeting, resulting in a majority or quorum of the Board of Supervisors. This may constitute a meeting of the Board of Supervisors for purposes of discussion and information gathering relative to this agenda.

**BOARD OF SUPERVISORS**

*Brown County*



305 E. WALNUT STREET

P. O. BOX 23600

GREEN BAY, WISCONSIN 54305-3600

PHONE (920) 448-4015 FAX (920) 448-6221

**RURAL BROADBAND SUBCOMMITTEE**

**RURAL BROADBAND SUBCOMMITTEE**

**MONDAY, AUGUST 23, 2021**

**6:30 p.m.**

**Room 200, Northern Building**

**305 E. Walnut St., Green Bay**

**NOTICE IS HEREBY GIVEN THAT THE SUBCOMMITTEE MAY  
TAKE ACTION ON ANY ITEM LISTED ON THE AGENDA.**

1. Call to Order.
2. Approve/Modify Agenda.
3. Approve minutes of July 19, 2021.
4. Discussion of RFI proposals received.
5. Set next meeting date and time.
6. Adjournment.

Richard Schadewald, Chair

Notice is hereby given that action by the Committee may be taken on any of the items which are described or listed in this agenda.

Please take notice that it is possible additional members of the Board of Supervisors may attend this meeting, resulting in a majority or quorum of the Board of Supervisors. This may constitute a meeting of the Board of Supervisors for purposes of discussion and information gathering relative to this agenda.

BOARD OF SUPERVISORS

Brown County



305 E. WALNUT STREET

P. O. BOX 23600

GREEN BAY, WISCONSIN 54305-3600

PHONE (920) 448-4015 FAX (920) 448-6221

**LAND CONSERVATION SUBCOMMITTEE**

Norb Dantine, Chair; Citizen Rep Stan Kaczmarek, Vice Chair  
Amanda Chu, Tom Friberg, Dave Landwehr, Ray Suennen

**LAND CONSERVATION SUBCOMMITTEE**

**TUESDAY, AUGUST 24, 2021**

**5:30 PM**

**Room 200, Northern Building  
305 E. Walnut Street**

**NOTICE IS HEREBY GIVEN THAT THE COMMITTEE MAY TAKE ACTION ON  
ANY ITEMS LISTED ON THE AGENDA**

- I. Call Meeting to Order.
- II. Approve/Modify Agenda.
- III. Approve/Modify Minutes of July 27, 2021.

**Comments from the Public**

**Communications**

1. Communication from Supervisor Schadewald re: Request discussion of the six-year CIP. *Referred from August County Board.*

**Land Conservation Department**

2. Budget Status Financial Report for June 2021 – Unaudited.
3. Director's Report.
  - a. LTE-Intern Presentation.
  - b. DATCP Land and Water Presentation 5-year Review.

**Other**

4. Such Other Matters as Authorized by Law.
5. Adjourn.

Norb Dantine, Jr., Chair

Notice is hereby given that action by the Committee may be taken on any of the items which are described or listed in this agenda.

Please take notice that it is possible additional members of the Board of Supervisors may attend this meeting, resulting in a majority or quorum of the Board of Supervisors. This may constitute a meeting of the Board of Supervisors for purposes of discussion and information gathering relative to this agenda.

# BOARD OF SUPERVISORS

## Brown County



305 E. WALNUT STREET

P. O. BOX 23600

GREEN BAY, WISCONSIN 54305-3600

PHONE (920) 448-4015 FAX (920) 448-6221

### PLAN, DEV. & TRANS. COMMITTEE

Dave Landwehr, Chair; Ray Suennen, Vice Chair  
Amanda Chu, Norb Dantine, Tom Friberg

### **PLANNING, DEVELOPMENT & TRANSPORTATION COMMITTEE**

**TUESDAY, AUGUST 24, 2021**

**Approx. 5:45 PM (Or to follow Land Con)**

**Room 200, Northern Building**

**305 E. Walnut Street**

**NOTICE IS HEREBY GIVEN THAT THE COMMITTEE MAY TAKE ACTION ON  
ANY ITEMS LISTED ON THE AGENDA**

- I. Call Meeting to Order.
- II. Approve/Modify Agenda.
- III. Approve/Modify Minutes of July 27, 2021.

#### **Comments from the Public on Non-Agenda Items**

1. **Review Minutes of:** (None)

#### **Airport**

2. Airport - Budget Status Financial Report for June 2021 – Unaudited.
3. Director's Report.

#### **Extension**

4. Extension - Budget Status Financial Report for June 2021 – Unaudited.
5. Budget Adjustment Request (21-064): Any increase in expenses with an offsetting increase in revenue.
6. Director's Report.

#### **Public Works**

7. Summary of Operations Report.
8. Director's Report.

#### **Planning & Land Services**

9. Planning, Property Listing, Zoning - Budget Status Financial Reports for June 2021 – Unaudited.

#### **Register of Deeds**

10. Register of Deeds – Budget Status Financial Report for June 2021 – Unaudited.

### Communications

11. Communication from Supervisor Schadewald re: Request discussion of the six-year CIP. *Referred from August County Board.*
12. Communication from Supervisor Peters re: There are numerous standing dead trees throughout the county, most of the larger trees appear to be Green Ash which have died as a result of the Emerald Ash Bore. Dangerous situation exists to people and structures when they fall. Also concerned about impact on healthy trees. *Referred from August County Board.*

### Port & Resource Recovery – No agenda items.

### Other

13. Acknowledging the bills.
14. Such other matters as authorized by law.
15. Adjourn.

Dave Landwehr, Chair

Please take notice that it is possible additional members of the Board of Supervisors may attend this meeting, resulting in a majority or quorum of the Board of Supervisors. This may constitute a meeting of the Board of Supervisors for purposes of discussion and information gathering relative to this agenda.

# BOARD OF SUPERVISORS

## Brown County



305 E. WALNUT STREET

P. O. BOX 23600

GREEN BAY, WISCONSIN 54305-3600

PHONE (920) 448-4015 FAX (920) 448-6221

### HUMAN SERVICES COMMITTEE

Joan Brusky, Chair; Megan Borchardt, Vice-Chair  
Pat Evans, Emily Jacobson, Tom Sieber

### **HUMAN SERVICES COMMITTEE MEETING**

**WEDNESDAY, AUGUST 25, 2021**

**5:30 PM**

**BROWN COUNTY CENTRAL LIBRARY**

**515 Pine St., Green Bay, WI 54301**

Access will be through the Pine Street entrance and doors will open at 5:00 pm.  
Social distancing will be practiced and hand sanitizer available.

**NOTICE IS HEREBY GIVEN THAT THE COMMITTEE MAY TAKE ACTION  
ON ANY ITEM LISTED ON THE AGENDA**

- I. Call Meeting to Order.
- II. Approve/Modify Agenda.
- III. Approve/Modify Minutes of July 28, 2021.

### **Comments from the Public.**

1. **Review Minutes of:**
  - a) Aging & Disability Resource Center of Brown County (May 27, 2021).
  - b) Human Services Board (July 8, 2021).
  - c) Veterans' Recognition Subcommittee (August 17, 2021).

### **Treatment Courts**

2. Treatment Court Update from Judge Zuidmulder.

### **Communications**

3. Communication from Supervisor Cassandra Erickson re: Resolution in Support of the Medicare for Act of 2021. *Referred from August County Board.*
4. Communication from Supervisor Schadewald re: This communication is my request for the County Board to review licensing fees charged by the county for small businesses. *Referred from August County Board.*
5. Communication from Supervisor Schadewald re: Request discussion of the six-year CIP. *Referred from August County Board.*
6. Communication from Supervisor Schadewald re: This communication is my request for the committee to discuss options available for transportation of disabled and/or financially needy individuals throughout Brown County. *Referred from August County Board.*

### **Veterans**

7. Director's Report.
  - a) COVID-19 Update.

**Syble Hopp**

- 8. Director's Report.
  - a) COVID-19 Update.

**Aging & Disability Resource Center**

- 9. Director's Report.
  - a) COVID-19 Update.

**Health & Human Services Department**

- 10. Executive Director's Report.
  - a) COVID-19 Update.
  - b) Response to April 28<sup>th</sup> meeting Communication regarding Mental Health in Schools.
  - c) Response to June 23<sup>rd</sup> meeting re: CTC Open Positions – *Minutes/Motion attached*.
- 11. Resolution Regarding Table of Organization Change for the Health & Human Services Department – Community Treatment Center Food Service Worker Positions.
- 12. Financial Report for Community Treatment Center and Community Services.
- 13. Statistical Reports.
  - a) Monthly CTC Data.
    - i. Bay Haven Crisis Diversion.
    - ii. Nicolet Psychiatric Center.
    - iii. Bayshore Village (Nursing Home).
    - iv. CTC Double Shifts.
  - b) Child Protective Services – Child Abuse/Neglect Report.
  - c) Monthly Contract Update.
- 14. Request for New Non-Contracted and Contracted Providers.

**Other**

- 15. Audit of bills.
- 16. Such other Matters as Authorized by Law.
- 17. Adjourn.

Joan Brusky, Chair

Notice is hereby given that action by Committee may be taken on any of the items which are described or listed in this agenda. Please take notice that it is possible additional members of the Board of Supervisors may attend this meeting, resulting in a majority or quorum of the Board of Supervisors. This may constitute a meeting of the Board of Supervisors for purposes of discussion and information gathering relative to this agenda.



**AGING & DISABILITY RESOURCE CENTER OF BROWN COUNTY  
BOARD OF DIRECTOR'S MEETING**

**Will be held at the UW STEM Innovation Center  
2019 Technology Way  
Green Bay, WI 54311**

**Thursday, August 26, 2021 8:30 a.m.**

**AGENDA**

Time	Agenda Item	Handout	Action Required
8:30	1. Pledge of Allegiance		
8:32	2. Introductions		
8:35	3. Adoption of Agenda	Yes	
8:37	4. Approval of the minutes of regular meeting of July 08, 2021	Yes	Yes
8:40	5. Comments from the public <ul style="list-style-type: none"><li>• Must be limited to items not on the agenda</li><li>• State name and address for the record</li><li>• Comments will be limited to five minutes</li><li>• The Board's role is to listen and not discuss comments or take action on those comments at this meeting</li></ul>		
8:42	6. ADRC 2020 Audit Report-Schenk	Yes	Yes
9:10	7. ADRC By-Laws Review and Update		
	a. Consideration of definition of present for voting	Yes	Yes
9:20	8. Directors Report		
	a. Position/Structure Changes Grounded Café Positions	Yes	Yes
	b. Approve Net Assets for Finance Coordinator Replacement	Yes	Yes
	c. Parklet Grant and Mural Update-Dedication September 18 <sup>th</sup>	Yes	Yes
	d. Phase in plan discussion	Yes	Yes
	e. ADRC 3-Year Aging Plan Draft	Yes	Yes
10:00	9. Staff Report: Barb Michaels-Prevention Programs	Yes	
10:25	10. Legislative Updates		
10:27	11. Next Meeting – September 23 <sup>rd</sup> , 2021		
10:30	12. Adjourn		Yes

\_\_\_\_\_  
Randy Johnson, Chairperson  
Aging & Disability Resource Center of Brown County

Notice is hereby given that action by the Committee may be taken on any of the items which are described or listed in this agenda.

Any person wishing to attend, who because of a disability requires special accommodation, should contact the ADRC of Brown County Office at (920) 448-4300 two days before the meeting so that arrangements can be made.

**BOARD OF SUPERVISORS**

*Brown County*



305 E. WALNUT STREET

P. O. BOX 23600

GREEN BAY, WISCONSIN 54305-3600

PHONE (920) 448-4015 FAX (920) 448-6221

**ENERGY SUBCOMMITTEE**

Ray Suennen, Tom Friberg,

Jenny Brinker, Kyle Zimonick, Robert Kosky, Nathan Carlson

**ENERGY SUBCOMMITTEE**

**Thursday, August 26, 2021**

**6:00 p.m.**

**Room 200, Northern Building**

**305 E. Walnut Street**

**NOTICE IS HEREBY GIVEN THAT THE SUBCOMMITTEE MAY  
TAKE ACTION ON ANY ITEM LISTED ON THE AGENDA.**

1. Call to Order.
2. Approve/Modify Agenda.
3. Election of Chair.
4. Election of Vice Chair.
5. Comments from the Public.
6. Welcome/Introduction of Members.
7. Discussion re: Purpose, Goals and Objectives of Subcommittee.
8. Discussion re: Future Agenda Items, Dates and Times.

Dave Landwehr  
Planning, Development & Transportation  
Committee Chair

Notice is hereby given that action by the Committee may be taken on any of the items which are described or listed in this agenda.

Please take notice that it is possible additional members of the Board of Supervisors may attend this meeting, resulting in a majority or quorum of the Board of Supervisors. This may constitute a meeting of the Board of Supervisors for purposes of discussion and information gathering relative to this agenda.



# AUGUST



SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1	2	3 Public Safety 6:00 pm @ Northern Bldg.	4 Ed & Rec 5:30 pm @ Museum	5 Mental Health Subcommittee 3:00 pm Admin 5:30 pm	6	
8	9	10	11	12	13	14
15	16	17 Vets 4:30 pm	18 Executive Cmte 6:00 pm <b>COUNTY BOARD 7:00 PM</b>	19	20	21
22	23 Racial Equity Ad Hoc Cmte 5:00 pm Rural Broadband Subcommittee 6:30 pm	24 Land Con 5:30 pm PD&T 5:45 pm	25 Human Services 5:30 pm	26 Energy Subcommittee 6:00 pm	27	28
29	30	31				

## BROWN COUNTY COMMITTEE MINUTES

- Aging & Disability Resource Center Board (May 27, 2021)
- Racial Equity Ad Hoc Committee (July 26, 2021)
- Veterans Recognition Subcommittee (August 17, 2021)

**To obtain a copy of Committee minutes:**

[https://www.browncountywi.gov/government/minutes\\_and\\_agendas/](https://www.browncountywi.gov/government/minutes_and_agendas/)

OR

Contact the Brown County Clerk's Department

**PROCEEDINGS OF THE AGING & DISABILITY RESOURCE CENTER OF BROWN COUNTY BOARD MEETING**  
**May 27, 2021**

**PRESENT:** Bev Bartlett, Mary Derginer, Randy Johnson, Dennis Rader, Eileen Littig, Megan Borchardt, Debi Lundberg, Robert Johnson, Tom Diedrick, Patricia Lassila, Amy Payne, Michael Conley-Kuhagen, Amy Barhite

**EXCUSED:**

**ABSENT:** Terry Hetzel

**ALSO PRESENT:** Christel Giesen, Debra Bowers, Kristin Willems, Laurie Ropson, Barb Michaels, Jeremy Slusarek, Jessi Arvey, Mary Schlautman, Kimberly Gould, Tina Brunner, Devon Christianson, Steph Mommaerts, Robin VanRemortel, Denise Misovec, Ally Crass, Ker Vang

The meeting was called to order by Chairperson Johnson at 8:30 a.m.

**PLEDGE OF ALLEGIANCE:**

**INTRODUCTIONS:**

New Board members introduced themselves and were welcomed by the board. Michael Conley-Kuhagen & Amy Barhite

**ADOPTION OF AGENDA:**

**APPROVAL OF MINUTES OF REGULAR MEETING OF APRIL 22, 2021:**

Ms. Littig/Ms. Lundberg moved to approve the minutes for the April 22, 2021 Meeting. **MOTION CARRIED with no negative vote.**

**COMMENTS FROM THE PUBLIC:** None

**NUTRITION CENTRAL KITCHEN EXPLORATION REPORT:**

Ms. Ropson and Ms. Bowers presented their findings as they investigated opportunities for an ADRC Central Kitchen to provide healthy whole food meals to customers. The presentation included:

- Investigative interviews with GWAAR, other Aging Network Kitchens, and other similar operations
- Staffing/Volunteer needs
- Operation Cost Comparison
- Capitol Projections & Recommendations
- Capitol Expenditure Estimate

Ms. Littig/Mr. Conley-Kuhagen moved approve the creation of a subgroup made of ADRC Board members and staff to advise on the direction of a potential capitol campaign for a ADRC Central Kitchen. **CARRIED with no negative vote.**

**REVIEW AND APPROVAL OF APRIL 2021 FINANCE REPORT:**

Ms. VanRemortel referred to the April 2021 Financial Highlights and ADRC Summary Report to demonstrate the expenses and revenues for April 2021.

Supervisor Borchardt/Mr. Diedrick moved to receive the April 2021 finance report and place on file. **MOTION CARRIED with no negative vote.**

**REVIEW OF DONOR DIRECTED DONATIONS REPORT FOR APRIL 2021:**

Ms. VanRemortel reviewed the donor directed donations in April 2021.

**MURAL CONCEPT PRESENTATION-GRANT OPPORTUNITIES:**

Ms. Christianson shared the vision and ideas of a mural community art project concept. The goal is to bring attention to the ADRC Building and make the ADRC more inviting/noticeable from the outside of the building

Ms. Littig/Ms. Lundberg moved to approve the ADRC Mural Project and investigations for Grant opportunities and/or using net assets to complete the project. **MOTION CARRIED with no negative vote.**

**DIRECTORS REPORT:**

**A. PHASE-IN PLAN DECISIONS-REOPENING:**

Chairperson Johnson shared the request to move to Phase 3 of the updated ADRC Phase-In plan dated 5.27.21 to resume normal ADRC operations beginning Monday June 14, 2021. Safety protocols will be included with posted signage encouraging and recommending all to wear masks. Accommodations for customers will continue including virtual options to meet with staff. Additional conversation ensued.

Mr. Diedrick/Mr. Conley-Kuhagen moved to approve moving to Phase 3 of Phase-In Plan (dated 5.27.21) on June 14, 2021 and resume normal operations. **MOTION CARRIED with no negative vote.**

**B. LOAN PROGRAM UPDATE:**

Ms. Christianson announced that Curative Connections has agreed to take over and facilitate the Community Loan Closet. Ms. Christianson shared many advantages of this change. The ADRC will continue to collaborate with Curative as this project/transfer moves forward and beyond.

**LEGISLATIVE UPDATES:**

Transportation changes coming. There will be listening sessions/hearings etc. <https://greenbaywi.gov/1231/Proposed-Service-Changes-2021>; <https://greenbaywi.gov/1154/GBM-On-Demand>

**ANNOUNCEMENTS:**

Ms. Derginer has resigned her post on ADRC Board as she is moving outside of Brown County. She will continue in her board role until a replacement member is found.

Ms. Christianson shared that Brown County has mandated that public meetings resume in person. Ms. Christianson shared that ADRC will need to investigate space that could accommodate this that includes social distancing.

**NEXT MEETING – ADRC Board, at 8:30 AM on July 8, 2021 (NOTE time to start 8:30 AM)**

Executive & Finance Committee Meeting/Finance 101 at 8:30 AM on June 24<sup>th</sup> 2021

**ADJOURN:**

Mr. Conley-Kuhagen/Supervisor Borchardt moved to adjourn the meeting. **MOTION CARRIED with no negative vote.**

The meeting adjourned at 10:33 a.m.

**BOARD OF SUPERVISORS**

*Brown County*



305 E. WALNUT STREET  
P. O. BOX 23600  
GREEN BAY, WISCONSIN 54305-3600  
PHONE (920) 448-4015 FAX (920) 448-6221

**RACIAL EQUITY AD HOC COMMITTEE**

Pooja Bambha-Arora, Chair  
Rashad Cobb, Vice Chair  
Louise Padron, Secretary  
Carina Abrego-Koch, Jose Villa,  
Tara Yang, Supervisor Megan Borchardt,  
Supervisor Amanda Chu, Supervisor Patrick Buckley

**RACIAL EQUITY AD HOC COMMITTEE**

**Monday, July 26, 2021**

**5:00 p.m.**

**Auditorium, Central Library  
515 Pine Street, Green Bay, WI**

1. Call to Order-at 5:05 by Chair Dr. Bambha-Arora
  - A. Committee members present: Chair Dr. Bambha-Arora, Vice Chair Cobb, Secretary Padron, Supervisor Borchardt, and Committee Member Abrego-Koch.
  - B. Supervisor Buckley arrived at 5:10.
  - C. Committee Member Villa arrived at 5:30.
  - D. Supervisor Chu and Committee member Yang not in attendance.
2. Approve/Modify Agenda
  - A. Motion approved by Supervisor Borchardt
  - B. Motion seconded by Vice Chair Cobb.
  - C. Motion passed unanimously.
3. Approve/Modify Minutes of Monday, June 28th, 2021
  - A. Motion approved by Supervisor Borchardt.
  - B. Motion seconded by Secretary Padron.
  - C. Motion Passed unanimously.
4. Comments from the Public- None.
5. Discussion and Focus questions for committee members by Secretary Louise Padron: **See Appendix A**
  - A. Icebreaker
  - B. What adversities disproportionately affect BIPOC?
  - C. What services are currently available in connection with the adversities listed?
  - D. How are committee members connected to the services?
  - E. What are these services are associated with Brown County Department?

6. Presentation by Chair Dr. Pooja Bambha-Arora on tools, research, work groups and next steps of the committee followed by discussion:
  - A. Over the last year, the CDC has declared racism a public health crisis. That, along with COVID, George Floyd, and other events exposed racism as a social construct that impacts people of colors' health.
  - B. Milwaukee County was the first to pass a declaration against racism, over 200 counties have followed since then. It is our role to determine how the community can move forward and what the data is telling us.
  - C. Data presented was collected from Achieve Brown County, United Way, Brown County Department of Health, and WI Public Health website.
  - D. In looking at equitable access for all, we must see that if one group of people is suffering, everyone is suffering. We cannot disconnect ourselves from past events such as slavery and the taking of Native land, in the way they affect the current issues.
  - E. Racism can be interpersonal, where one person responds to another in a way that is based on racist beliefs. Policies and practices come into play when looking at systemic racism.
  - F. Conversations about the issues should be normalized, but there is currently a lot of denial. These are not individual issues, but over generations it impacts us as a society. Avoiding conversations about racism only created further obstacles in achieving health equity for those suffering the most and consequently the entire nation.
  - G. Overview of demographics that make up Brown County by community.
  - H. When looking at life expectancy differences, it is startling to see the differences for People of Color compared to their white counterparts.
    - i. Only eastern Asian countries are considered in data and does not include western Asia such as India, Pakistan, and others.
    - ii. Differences in life expectancy is much larger in Brown County than in other counties of similar sizes and populations in Wisconsin.
    - iii. Variations are a result of factors such as housing disparities, microaggressions, access to and discrimination within healthcare that POC experience.
  - D. There is a need for awareness and training from the top down.
    - i. If work is not established in terms of policy, there will not be a difference made.
    - ii. Instead, the disparities will continue to burden the non-profits.
    - iii. Change must come from leadership, so the question is whether leaders are ready to take on this work.
    - iv. Vice Chair Cobb asked if there were other counties where life expectancies by demographic were close.
    - v. Chair Dr. Bambha-Arora responded that only counties similar in size were included.
    - vi. Supervisor Buckley asked if there was data on causes of death as it relates to life expectancy, because if so, that could be a focus area to work backwards from.
    - vii. Chair Dr. Bambha-Arora responded that many health factors lead up to this such as stress, hypertension, high blood pressure, heart ailments, which are fewer in white populations, in addition to lack of access to things like housing and jobs. She shared a story of someone suggesting she change her name to more "white sounding" name when applying for jobs.
  - E. People in Brown County are more likely to work in industries with lower wages as compared to white populations.
    - i. Poorer work conditions.
    - ii. Discriminatory practices.
    - iii. Black and Latinx suffer the most regarding lack of employment accessibility.



- F. COVID hospitalizations are disproportionately higher for people of color.
  - i. White people make up 90% of the population but only 74% of hospitalizations.
  - ii. Black people make up 7% of the population but 12% of hospitalizations.
  - iii. Latinx and Asian populations also represent hospitalization greater than their overall population.
  - iv. COVID deaths are higher for people of color due to lower immune response resulting from social determinants and inequitable access to resources.
  - v. People of color are more likely to be front line workers who do not have the luxury to stay at home.
- G. Housing, in collaboration with Green Bay chamber of commerce.
  - i. Stems from redlining, preventing POC from getting loans.
  - ii. Debt to income ratio, employment history, credit history, collateral, insufficient cash, unverifiable information, credit application incomplete, mortgage insurance denied makes it much easier for white populations to get loans.
  - iii. Application rejection rates are 23-29% for POC, compared to just 10 % for whites, indicating a large gap to fill as a society.
- H. Small businesses startups
  - i. Does not provide equitable opportunities for talented, creative, intelligent people of color.
  - ii. Most venture capital backed startups have white ownerships.
  - iii. Keep in mind that not all data is collected, tracked, or analyzed, and there is room for potentially greater inequalities.
- I. Work should be grounded in the 5-factor social determinant of health in Brown County.
  - i. Social and community context.
  - ii. Economic stability.
  - iii. Neighborhood/ environment.
  - iv. Education.
  - v. Quality healthcare access.
- J. Things to consider going forward.
  - i. How do we approach this as a committee?
  - ii. What problems do we want to solve?
  - iii. What data can we get and what does it tell us?
  - iv. What communities will be engaged and how?
  - v. Who will benefit from or be burden by our proposals?
  - vi. How will we mitigate unintended consequences?
  - vii. What will be the implementation plan?
  - viii. How will we ensure accountability, communicate, and evaluate results?
- K. The CDC recently changed their model to focus on social determinants of health, rather than research and data being the target area, emphasizing the public health framework.
- L. Wello is working to send out joint communications emails to other organizations to identify one or two steps they have taken to move towards diversity, equity, and inclusion.
- M. Casa Alba
  - i. Deeply moving testaments collected regarding law enforcement separating children from families and appointing guardians.
  - ii. Committee member Villa added that factory work opportunities attract first generation immigrants. If there is no identification available, family members are put into the system until parents' immigration status can be verified.
  - iii. This limits community members' ability to move freely and perform daily activities.

N. Next steps for committee members.

- i. Meet in smaller sub-groups between meetings to better understand framework.
- ii. Meet with department heads one on one.
- iii. Better understand policy and push leadership to improve equitable access for all in Brown County.
- iv. Create small workgroups to address issues such as housing, law enforcement, jobs.
- v. Work towards advisory report by end of year.
- vi. Define quarterly goals to identify strategy and decision making.
- vii. Engage GARE or other agency to train county employees and work with the committee.
- viii. Build community partners and coalitions.
- ix. Create a toolkit and checklist for all organizations, especially county departments to ensure inclusion outside of a white dominant framework.
- x. Assign a budget to address racial inequality.
- xi. Have a chapter established in the county code of ordinances that address equality and equity.

O. Conversation on next steps

- i. Secretary Padron stated full support of GARE to steer efforts and suggested taking the data presented to the Executive Board for buy in.
- ii. Vice Chair Cobb stated that getting HR involved to assess current efforts is an important next step so they may potentially collaborate with GARE.

P. Chair Dr. Bambha-Arora invited all committee members to submit ideas for the advisory report.

Q. Comments on work group proposal

- i. Committee member Villa potentially part of addressing financial literacy, along with Committee member Yang.
- ii. Chair, vice chair, and secretary have been looking at housing.
- iii. Committee member Abrego-Koch to discuss food access.
- iv. Vice Chair Cobb inquired about FISC, a financial literacy program.
- v. Committee member Villa discussed work with college students in which if monetary assistance is provided, participants are required to complete a financial literacy course. A similar incentive could be utilized in other organizations that provide financial support with increased engagement efforts.
- vi. Vice Chair Cobb added that a small steering team has proven to be the most effective so far and suggested to wait on forming groups to address specific issues until more direction has been established.

R. Conversation on what stood out from the presentation.

- i. Vice Chair Cobb- graphic comparing percentages of populations to percentages of outcomes.
- ii. Supervisor Buckley- the detail of the data breaks down goals into actionable items such as employment, education, and health.
- iii. Chair Dr. Bambha-Arora suggested having a checklist for local organizations for implementing diversity and inclusion and encouraging them to collect data. We will come up with a framework that can be used in the county, such as having hard conversations using words like "racism". We can look at brining conversations like the ones had here to the county board.
- iv. Supervisor Borchardt- looking at gaps in age of expected lifespan.
- v. Committee member Abrego-Koch- the numbers with that data really stood out. The idea of having three simultaneous tracks was offered: assess brown county employees;

identify the issues and how can we address them; and educating Brown County community members of the issues as a public health crisis.

- vi. Chari Dr. Bambha-Arora stated that GARE could help with the top-down approach to coordinate the necessary trainings, to understand the urgency of the framework, and to implement policy.
- vii. Secretary Padron- the numbers stood out and helped to bring a better understanding of the concepts in more concrete terms.
- viii. Committee member Villa agreed that the numbers stood out, especially how they are specific to the Brown County community. The data brings the ideas closer to home, rather than only seeing nationwide data. This will help other people see the need to act.
- ix. Committee member Abrego-Koch added that many parents insist that children are not affected by COVID, but when they are the children of frontline workers, they are at greater risk. There is a need to assess the differences between schools in Green Bay compared to those in surrounding communities when it comes to the risk.

## 7. General Update from chair and committee members.

### A. Gare Representative Update.

- i. Supervisor Erickson has reached out to GARE and provided goals that were discussed.
- ii. Inquired how a GARE representative could best help the committee.
- iii. Brown County is unique, in that there is not a designated office, department or coordinator for civil rights.
- iv. Went over GARE toolkit in which we can focus on the county as an institution.
- v. Madison and Seattle were used as examples that have implemented this toolkit in decision making since approximately 2013.
- vi. In 2015, Seattle recommended all departments go through this toolkit 4 times annually to ensure intentional inclusivity and a racial justice lens is used in any decision making to break down unintended consequences and see who is being burdened compared to who is being advantaged.
- vii. Chair Dr. Bambha-Arora stated that she will continue to follow up, along with Supervisor Erickson and anticipates Committee Member Yang will as well. If efforts are not successful, other organizations can be explored such as Race and Social Justice Initiative or MATCH.

### B. Expanding the Racial Equity Committee.

- i. Supervisor Borchardt stated that increasing committee members would be difficult because the numbers are in the resolution, so a proposal must go back in front of the full board and executive committee.
- ii. Supervisor Buckley stated that any additional members would have to be approved by Supervisor Seibert.
- iii. Supervisor Erickson welcomed committee members to invite others- family, allies, board members- to sit in on these conversations. Additionally, elections are coming up and if some members run and become supervisor members, more citizens would be needed.
- iv. Supervisor Borchardt has encouraged other members to come to this meeting.
- v. Chair Dr. Bambha-Arora would like to invite people from area organizations such as Casa Alba or Wise Women to provide stories of their personal experiences of discrimination.
- vi. Supervisor Erickson stated that if community members are not comfortable speaking during public comments, they can still be heard.
- vii. Secretary Padron suggested sharing our own stories and experiences as people of color, if there is a struggle recruiting other community members.

- viii. Supervisor Borchardt suggested inviting community members to email their experiences in place of public comments.
  - C. Vice Chair Cobb shared an upcoming event, Tour One Wisconsin Conference, that will take place in Eau Claire on October 12<sup>th</sup> and 14<sup>th</sup>. Additional information will be sent for distribution to entire group.
  - D. Discussion on incorporating Green Bay Schools Inner City Student Council members and youth mentorship programs in the committee meetings.
  - E. Supervisor Borchardt asked if meeting time can be moved to 5:30, which will be discussed at next meeting.
8. Adjourn
- A. Motion made by Chair Dr. Bambha-Arora
  - B. Motion seconded by Supervisor Borchardt
  - C. Motion approved unanimously
  - D. Racial Equity Ad Hoc Committee meeting adjourned until Monday August 23, 2021, at 5:00 PM.

#### Appendix A

What adversities disproportionately affect BIPOC?	Services Available	Connected Committee members	Brown County Services
<b>Housing/ homelessness</b>	Brown County Homeless and Housing Coalition	Megan	
	Local shelters- NEW Community, St. Johns, etc.	Pooja	
	NEW Cap	Carina	
	Neighborworks	Rashad	
<b>Unemployment/ work conditions</b>	Achieve Brown County	Pooja	
	Department of Workforce development	Rashad	
	Library	Pooja	
	Media/ job posting sites		
<b>Incarceration</b>			Jail
			Courts
	JOSHUA	Megan	
	Fire and Police Commission	Rashad	
<b>Health</b>			Public Health Department
	Hospitals/ clinics- Bellin, Prevea, St. Mary, St. Vincent, Aurora, etc.		
	NEW Community Clinic		
<i>Drug/ alcohol use</i>	Family Services of NE WI	Rashad	
	Jackie Nitschke Center	Carina	
			Treatment court
	Oneida Behavioral Health	Louise	

<i>Mental Health</i>			Mental Health Comm. Treatment Ctr.
			Jail Counseling Services
	Willow Creek	Rashad	
	Connections for Mental Wellness	Megan	
<i>Women's healthcare</i>	A & A Alexandria Center		
	Planned Parenthood	Carina	
<b>Food access</b>		Megan	Community Gardens
<b>Domestic violence</b>	Sexual Assault Center	Carina	
	Shelters- Golden House, Freedom House, House of Hope, etc.		
<b>Child protection</b>	Willow Tree	Rashad	
		Megan	Child Protection Services
	Oneida ICW	Louise	
<b>Arts</b>	Art Garage	Pooja	
	United Arts	Pooja	
<b>Various service areas</b>	Forward Services		
	Family Services	Rashad	
	We All Rise AARC		
	Wello	Pooja	
	Wise Women Gathering Place	Louise	

**PROCEEDINGS OF THE BROWN COUNTY  
VETERANS' RECOGNITION SUBCOMMITTEE**

Pursuant to Section 19.84, Wis. Stats., a regular meeting of the **Brown County Veterans' Recognition Subcommittee** was held on August 17, 2021 in Room 200 of the Northern Building, 305 E. Walnut Street, Green Bay, Wisconsin.

---

**PRESENT:** Chair Joe Aulik, Ken Corry, Jim Haskins, Duane Pierce, Joan Brusky

---

**1. Call Meeting to Order.**

The meeting was called to order by Chair, Joe Aulik at 4:32 pm.

**2. Approve/Modify Agenda**

Motion made by Jim Haskins, seconded by Duane Pierce to approve. Vote taken. **MOTION CARRIED UNANIMOUSLY**

**3. Approve/Modify Minutes of April 20, 2021.**

Motion made by Joan Brusky, seconded by Duane Pierce to approve. Vote taken. **MOTION CARRIED UNANIMOUSLY**

**4. Invocation.**

An invocation was given by Jim Haskins.

**5. Budget Status Financial Report for June 2021.**

*No action taken.*

**6. Update re: Honor Rewards Program.**

Aulik informed he keeps promoting the program to businesses and currently there are about 300 participating. He refers vets to the website quite frequently because there are a lot of good resources available.

**7. Discussion regarding Veterans Appreciation Day at the Fair.**

Jim Haskins questioned what time Jess should be at the Fairgrounds to sing the National Anthem and how she should get in given there are no paper tickets this year. Aulik advised that she should get there by 3:00 pm and should let the people at the gate know she is there to sing. Haskins also recalled that it had been mentioned in the past that the Subcommittee may wish to give her a gift for singing. After a brief discussion, it was decided to give her a \$20.00 gas gift card.

Motion made by Jim Haskins, seconded by Ken Corry to give Jess Kyra a \$20 gas gift card for singing the National Anthem at the Fair. Vote taken. **MOTION CARRIED UNANIMOUSLY**

Aulik feels everything is lined up and ready to go. He recently spoke with Louise Dahlke who informed they will be able to provide lemonade and they may also have some small packaged candy bars available. Dahlke will be sure there are 300 chairs available for the event as last year there were only 200 chairs and people ended up having to stand through the ceremony. All tables will be taken down before the ceremony, except one which will be used for the prizes and the chairs will then be set up in the tent and there should also be room for some of the chairs to go a little outside the tent.

The traffic flow of the tent was also discussed and Aulik noted that the stage will be located at the north end of the tent this year. The Schneider truck will not be there as they were already booked. The location of the table for the prizes was also discussed as well as ways to alleviate congestion in that area. Aulik is thinking of putting the prize table off to the side, but close to the stage, but this can be changed if necessary. It was also noted several times in the past people thought the prizes were free gifts, so Aulik will have Gail in his office make some signs to prevent that this year. The timeline of the event was also discussed and a copy is attached.

Door prizes were discussed and Aulik noted that Gail has collected about 50 items. The grand prize is a two-burner gas grill donated by Home Depot. Tickets for the top prizes and the grand prize will be drawn first and set aside so everyone has an equal chance to win. Brusky will contact Gail to see if she needs help packaging the prizes and also noted that she has several more prizes to add to what has already been collected.

Brusky asked about the indoor uniform display that Ed Koslowski usually did. Aulik informed Koslowski got everything to Dahlke and she will be setting the display up.

**8. Report from CVSO Joe Aulik.**

Aulik informed that numbers in his office are astronomical. Compensation is up \$4 million dollars and overall benefits are up \$10 million dollars. The economic impact is up about \$40 million dollars and Aulik is proud of these numbers.

Aulik also mentioned they have been using some of their donation money to do some marketing and they are currently running a commercial with Aaron Jones on WBAY. Aulik continued that his office will be taking part in a health fair outreach event on September 11.

**9. Report from Committee Members Present (Brusky, Corry, Dahlke, Haskins, Koslowski, Metoxen, Piece Polus).**

-Brusky did not have anything to report.

-Corry mentioned the Be The Light suicide awareness and prevention walk which will be held on September 11. More information is available at <https://bethelightwalk.com>

Corry also informed that there will be more forums in the future for Afghanistan vets. Both NWTC and UWGB will be doing peer to peer awareness events on their respective campuses on August 18. Further information is available on the CVSO FB page and Aulik added that he sent information out to his e-mail list which reaches about 1,900 veterans.

Corry concluded by saying that VFW Post 2037 hosts a tailgate party in the Lambeau Field parking lot at home Packers games. They are looking at the possibility of expanding to allow different posts to host a game during the season.

-Haskins informed that he will be having knee surgery in September, but he plans to be at the next meeting and he will also be at the Fair.

-Pierce informed the Nichole Frye Memorial Ride will be held on August 28 beginning from Ray's Boneyard in Lena. Registration is from 9:00 – 10:30 am and the ride will begin at 11:30 am. There will be 50/50 and bucket raffles following the ride and food will be available.

Pierce also talked briefly about the Pearly Gates ride and said there were over 1,100 participants including over 700 bikes and 125 hot rods. He does not have final financial numbers, but the proceeds are estimated to be six figures. All of the money raised is used to help local veterans and their families.

**Such Other Matters as Authorized by Law. None.**

**10. Adjourn.**

**Motion made by Ken Corry, seconded by Jim Haskins to adjourn at 5:18 pm. Vote taken.  
MOTION CARRIED UNANIMOUSLY**

Respectfully submitted,

Therese Giannunzio  
Legislative Specialist



# **Brown County Military and Veterans Appreciation Day**

**Sunday August 22<sup>ND</sup>, 2021**

## **PROGRAM**

**12:00 P.M. – 2:00 P.M.** - VA Benefits Event – CVSO, Veterans Service Organizations, Veterans Administration, Vet Center, and More!

**2:00 P.M. - 2:30 P.M.** - Table breakdown and chair set up for music

**2:30 P.M. - 3:30 P.M.** - Music by Monterey Trail

**3:30 – 3:45 P.M.**

Welcome and Comments by Master of Ceremonies - Joe Aulik, CVSO

Welcome by Troy Streckenbach - Brown County Executive

Posting of Colors - American Legion

Pledge of Allegiance - Joe Aulik, CVSO

Star Spangled Banner - Jessmyn Kyra

Chaplain Prayer - George Dexter

Guest Speaker Introduction - Joe Aulik

**3:45 P.M. - 4:45 P.M.** - Guest Speaker - Kevin Hermening

**4:45 P.M. - 5:30 P.M.** - Ceremony - Joe Aulik

Recognition of Caregivers of Veterans - Spouses & Significant Others –  
Certificates and gifts presented by Troy Streckenbach, Joe Aulik and  
County Board members

Door Prize Drawing - Joe Aulik

Retirement of Colors - American Legion